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Approved For Release 2001/03/30 : CIA-RDP78-05343A000100060010-0

D R A F T

30 January 1974

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : The Agency's Alcohol Prevention and Treatment Program

STATINTL

REFERENCE : IG's Memo to the DCI dtd 15 Jan 74, subj: [REDACTED]

STATINTL [REDACTED] 26 Dec 73 Letter to Mr. Colby

1. This memorandum is in response to your request for comments on suggestions made in paragraph 4 of the Inspector General's memorandum.

2. The pertinent elements of the Inspector General's paragraph 4 consist of:

a. his statement that the Office of Personnel is responsible for this program;

b. his suggestion that "these services are best rendered by our psychiatrists in OMS";

STATINTL

c. his statement that "I feel that [REDACTED] key role in the alcohol program suggests that we actually view alcoholism as a social stigma, not a disease; that our primary aim is to separate alcoholics, not cure them; and that OMS has for some reason deferred to OP in this area";

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d. his suggestion that "our alcohol program and its organization may need some re-thinking. "

3. Before addressing myself to the above points, I believe it is worthwhile to review some fundamental elements of the program. Federal policy recognizes alcoholism as a treatable illness. Guidelines for action suggest that Federal managers utilize non-disciplinary procedures under which an employee with a drinking problem is offered rehabilitative assistance and, failing response to offers of assistance, invoke regular

dealing with problem employees

4. The Office of Medical Services is not considered to have "for some reason deferred to OP in this area." Indeed, the Office of Medical Services has done and is still doing considerable professional work in the program. The respective roles in the program for the several responsible offices ~~were~~^{were} carefully thought out prior to the program's activation, and the central role assigned to the Office of Personnel was consistent with the guidance issued for this as a Federal program. The Office of Medical Services was and is of the opinion that this arrangement is appropriate and permits it to concentrate its professional talents in the areas of diagnosis, care and treatment.

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stem from overuse of alcohol. Some of our patients are willing to consult with a psychiatrist in the Office of Medical Services but are unwilling to consult with the Office of Personnel counselor. For others the reverse is true. In some instances, the patient may be willing to talk freely only to another alcoholic.

5. I believe we have a three-element program in which the Office of Medical Services and the Office of Personnel collaborate and, when appropriate, use the services of a volunteer recovered alcoholic. Our policy with regard to alcoholism, which recognizes it as a treatable illness requiring every reasonable effort on our part to assist and counsel the patient, is based on the Federal Government policy. At the same time, also based on Federal Government policy, is that element of our program which says that when all else has failed, the employee is separated. This is a practical recognition of the fact that some individuals will respond best to that kind of coercive persuasion and practical recognition of the fact that an organization can ill afford to support indefinitely an employee who fails to respond satisfactorily to the organization's efforts to assist him.

6. There are some ways in which I believe we can strengthen our program. First, I have asked the Directors of Personnel and Training

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to work toward including in all management courses a segment on alcoholism. To show a film and conduct a seminar in only one course, as we now do, is a beginning but is not enough. Second, I have asked the Director of Personnel and the Office of Medical Services to ensure that regular meetings are held between the members of those components engaged in this program in order to increase coordinated activity and to provide me with a ^{Annual} semi-annual status report on the program which I will refer to you.

HAROLD L. BROWNMAN
Deputy Director
for
Management and Services

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MEMORANDUM FOR: Jean

D/MS said the suggestion by ExO is okay.

Alright to send.

clp
4 Feb 1815 hours.

(DATE)

FORM NO. 101 REPLACES FORM 10-101
1 AUG 54 WHICH MAY BE USED.


(47)

D/MS:

1 FEB
1974

ExO has inserted a paragraph at the beginning of para 4 as he understands your request. (He indicated that para 2c is a direct quotation from the IG's report and cannot be changed.)

25X1A

 has forwarded the OP report to Mr. Blake with a notation that it is sent w/o OMS coordination, (as it is due today).

Jean

**MEMORANDUM
OF CALL**

TO: Jean

☒ YOU WERE CALLED BY— ☐ YOU WERE VISITED BY—

OF (Organization)

☒ PLEASE CALL → PHONE NO. 6825
CODE/EXT.

☐ WILL CALL AGAIN ☐ IS WAITING TO SEE YOU
☐ RETURNED YOUR CALL ☐ WISHES AN APPOINTMENT

MESSAGE to

brought down/a paper
Friday on alcoholism and DD/MS said
he would like D/MS to see it. The
paper is due today, however, they
can send the paper forward with a
note D/MS approval not yet received.
In the paper it is indicated this
is a semi-annual report. Strike out
semi and place the word annual

RECEIVED BY	DATE	TIME
clp	4 Feb	1555

STANDARD FORM 63
REVISED AUGUST 1967
GSA FPMR (41 CFR) 101-11.6

gpo : 1969-o48-10-80341-1 332-389

63-108

SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM			
<input type="checkbox"/> UNCLASSIFIED	<input type="checkbox"/> CONFIDENTIAL	<input checked="" type="checkbox"/> SECRET	
OFFICIAL ROUTING SLIP			
TO	NAME AND ADDRESS	DATE	INITIALS
1	D/MS	4 FEB 1974	
2	DD/MS	4 FEB 1974	
3			
4			
5			
6			
<input type="checkbox"/> ACTION	<input type="checkbox"/> DIRECT REPLY	<input type="checkbox"/> PREPARE REPLY	
<input type="checkbox"/> APPROVAL	<input type="checkbox"/> DISPATCH	<input type="checkbox"/> RECOMMENDATION	
<input checked="" type="checkbox"/> COMMENT	<input type="checkbox"/> FILE	<input type="checkbox"/> RETURN	
<input checked="" type="checkbox"/> CONCURRENCE	<input type="checkbox"/> INFORMATION	<input type="checkbox"/> SIGNATURE	
Remarks: <p>This is OP response to alcoholism and its management in the Agency. [redacted] tells me today he sent the "final" form to [redacted] Friday as it was due in [redacted] Office today. I complained to [redacted]</p>			
FOLD HERE TO RETURN TO SENDER			
FROM: NAME, ADDRESS AND PHONE NO.			DATE
DD/MS			4 Feb

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